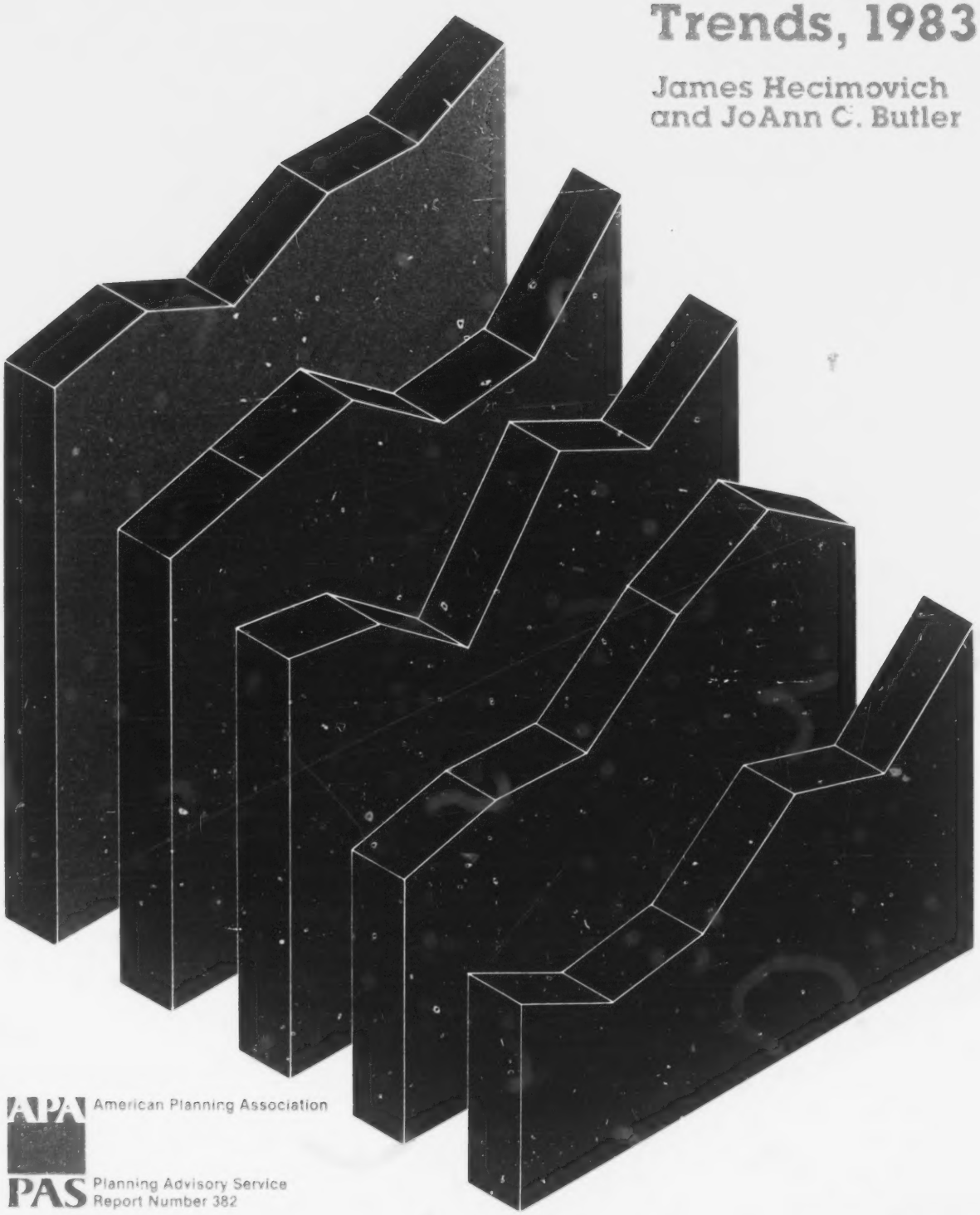
Planners' Salaries and Employment Trends, 1983

James Hecimovich
and JoAnn C. Butler



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Section 1. Overview

This report continues the series produced by APA on the salaries and employment characteristics of its membership. The surveys used to gather the data for this report were mailed in September 1983. Of the 16,751 nonstudent, professional planners surveyed, 7,440 (44.4 percent) responded and provided the information upon which this report is based.

The first section documents the employment patterns of APA members in 1983—where they work and who they work for. It compares these figures with data drawn from past surveys—especially the 1981 survey—to illustrate changes in planners' employment. In the second section, the salaries that planners earn are compared on the basis of years of experience, geographic region of employment, size of jurisdiction, type of employer, education, and sex. These variables are also applied to salaries reported by agency directors, heads of departments and firms, staff, and minority group planners. A third section analyzes the salaries and employment characteristics of APA members who are also members of the American Institute of Certified Planners (AICP).

PUBLIC AGENCIES SHOW INCREASE IN NUMBER OF PLANNERS

Slightly more than two-thirds of the planners responding to the survey work in public agencies; this means that there were nearly five percent more planners working in public agencies in 1983 than there were in 1981. (See Table 1.) Furthermore, it indicates the reversal of an apparent downward trend in respondents from public agencies between 1977 and 1981. The greatest gain in public sector employment of planners was reported in state or provincial agencies, which showed a 23 percent rate of increase since 1981. There were moderate increases in the number of planners working in city, county, and joint city/county planning agencies. Slightly fewer respondents worked in federal planning agencies in 1983 than in 1981. The number of planners working for metropolitan or regional agencies continued to decline but at a slower rate than that reported in 1981; the rate of loss for the last two years has been only 12.9 percent compared with the 34.6 percent rate of loss recorded between 1979 and 1981. The total rate of loss since 1977 has been 51 percent.

TABLE 1. WHERE PLANNERS WORK: PUBLIC AGENCIES

Type of Public Agency Employment	Percent of Respondents		
	1977 (N = 4,223)	1981 (N = 5,206)	1983 (N = 5,126)
City Planning	26.4%	26.3%	28.6%
County Planning	11.9	11.4	12.7
Joint City/County	3.6	2.6	3.0
Metro or Regional	15.1	8.5	7.4
State or Provincial	11.7	10.9	13.4
Federal	4.0	4.0	3.5
Total Public Agency Employment	72.7%	63.7%	68.6%

TABLE 2. WHERE PLANNERS WORK: NONPUBLIC EMPLOYMENT

Type of Nonpublic Employment	Percent of Respondents 1977 (N = 1,488)	1981 (N = 2,656)	1983 (N = 2,325)
Consultants	15.5%	18.6%	17.2%
Private Business	1.8	4.6	4.8
College or University	5.6	6.1	4.0
Nonprofit	2.9	3.1	3.3
Other	--	2.3	1.8
Total Nonpublic Employment	25.8%	34.7%	31.1%

The number of planners responding to the survey that worked in the private sector has declined slightly (3.6 percent) since 1981. (See Table 2.) Moderate changes were reported for planners working as consultants, in private business, and in nonprofit organizations. A significant loss is evident only in the number of respondents working at universities. This loss may reflect the current trend in university hiring and a lack of tenure-track positions for respondents who were working in universities when the 1981 survey was taken.

PUBLIC AGENCY PLANNERS DISTRIBUTED EVENLY AMONG POPULATION AREAS

The distribution of public agency planners working in jurisdictions of various sizes in 1983 was even more balanced than was reported in 1981. (See Table 3.) The trend at that time indicated a significant decline in the number of planners working in jurisdictions with populations of over 250,000 and a dramatic increase in the percentage of those working in areas with populations of less than 50,000. A modest change had occurred in the middle category, populations of 50,000 to 249,999. This trend continues. Since 1981, the rate of loss in the largest population areas has been five percent; for middle population areas, it has been eight percent, a slight reversal from the gain reported in 1981. The concomitant rate of increase in the least populous areas was a significant 17 percent.

While the figures in Table 3 reveal a balanced distribution of planners among jurisdictions of various populations, they also reveal that a balance does not exist among planners working in different types of jurisdictions. As was true in 1981, when asked to define their jurisdictions, over half of the respondents called them urban. The percentage of respondents who identified their jurisdictions as either suburban or rural showed no significant change. Given the balance among population areas and the imbalance in the types of jurisdictions, we speculate that there are many planners working in small cities and towns, albeit fewer than there were in 1981. A new category for jurisdiction type was added to the questionnaire this year. Respondents were given the choice of defining their areas as "mixed." For instance, planners working in populous, nonmetropolitan counties might choose the mixed category instead of the rural category as a more accurate description of the jurisdiction. The mixed category accounted for four percent of total responses; three of five responses in this category came from planners working in public agencies serving jurisdictions with populations greater than 250,000.

REGIONAL SHIFTS CONTINUE

Planning jobs continued to follow the population shifts that were reported in the 1980 Census. (See Table 4.) Only two regions, the South Atlantic and the West South Central, showed changes that did not continue the pattern reported in the 1981 survey. The reversals in those

TABLE 3. WHERE PUBLIC AGENCY PLANNERS WORK: BY SIZE AND TYPE OF JURISDICTION

Jurisdictions	Percent of Respondents 1981 (N = 4,757)	1983 (N = 4,509)
SIZE		
250,000 and over	33.6%	31.8%
50,000 to 249,999	38.6	35.7
Under 50,000	27.7	32.5
TYPE (SELF-DEFINED)		
Urban	59.0	53.1
Suburban	24.7	26.5
Rural	15.9	16.0
Mixed	--	4.0

TABLE 4. WHERE PLANNERS WORK: REGIONAL SHIFTS

Regions	Percent of Respondents 1977 (N = 5,820)	1981 (N = 8,162)	1983 (N = 7,283)	Rate of Change	1980 Percent of U.S. Population
1. New England	6.4%	6.1%	5.3%	-13.1	5.5%
Connecticut					
Maine					
Massachusetts					
New Hampshire					
Rhode Island					
Vermont					
2. Middle Atlantic	12.7	12.4	12.2	- 1.6	16.0
New Jersey					
New York					
Pennsylvania					
3. South Atlantic	20.4	19.8	20.7	+ 4.0	16.0
Delaware					
District of Columbia					
Florida					
Maryland					
North Carolina					
South Carolina					
Virginia					
West Virginia					
4. East South Central	4.1	3.9	3.7	- 5.1	6.4
Alabama					
Kentucky					
Mississippi					
Tennessee					
5. East North Central	15.1	14.1	13.1	- 7.1	18.4
Illinois					
Indiana					
Michigan					
Ohio					
Wisconsin					
6. West North Central	7.3	6.8	6.3	- 7.4	7.6
Iowa					
Kansas					
Minnesota					
Missouri					
Nebraska					
North Dakota					
South Dakota					
7. West South Central	5.9	6.4	6.3	- 1.5	10.5
Arkansas					
Louisiana					
Oklahoma					
Texas					
8. Mountain	5.0	7.7	8.5	+10.4	5.0
Arizona					
Colorado					
Idaho					
Montana					
Nevada					
New Mexico					
Utah					
Wyoming					
9. Pacific	18.0	20.0	22.5	+12.5	14.0
Alaska					
California					
Hawaii					
Oregon					
Washington					
10. Canada	3.0	2.9	1.5		

TABLE 5. WHERE PLANNERS WORK: BY GROWTH AREAS

Population Growth Areas(1970-1980)	Share of U.S. Population (1980) (N = 226,504,825)	Share of U.S. Planners 1981 (N = 8,001)	1983 (N = 7,172)
High Growth (15 States with 20% growth or more)	20.6%	23.5%	26.5%
Stable Growth(15 States with 11.4-19.9% growth)	30.4	30.1	31.9
Low Growth (20 States with less than 11.4% growth)	49.0	46.4	41.5

two regions were modest. The highest concentrations of planners in the United States continue to occur in the Pacific and South Atlantic regions where respondents made up 22.5 percent and 20.7 percent of the survey, respectively. Solid gains in the number of respondents were again seen in the Pacific (12.5 percent) and Mountain (10.4 percent) regions. The greatest decrease in the number of respondents occurred in New England; the downward rate of change there was 13.1 percent. Not surprisingly, three of the four Central regions also showed a continuing decline in the number of planners working there. Since 1981, the East South Central, East North Central, and West North Central states have suffered a cumulative rate of loss of 6.9 percent; since 1977, the rate of loss has been 12.8 percent. These regions cumulatively now also have the poorest planner-to-population ratio in the United States.

After seeing relatively little change in the period between 1977 and 1981, the number of Canadian planners responding to the survey was down 31 percent in 1983. Because there has not been a similar decline in APA membership in Canada during the same period, this sudden loss of respondents is difficult to explain.

The continuing shift to regions with increasing populations is further supported by the number of respondents working in areas of high, stable, and low growth. (See Table 5.) Using 1980 Census data, the 1981 survey identified 15 states experiencing high growth (20 percent of growth or more); 15 states of stable growth (11.4 to 19.9 percent rates of growth); and 20 states with low growth (less than 11.4 percent growth). In 1983, these high-growth states employed 26.5 percent of the planners responding to the survey; within these states, therefore, the number of planners has increased by 12.8 percent since 1981 and 28.6 percent since 1977. States reporting stable rates of growth showed a modest 1.8 percent increase (a six percent rate of change) in the number of planners responding to the survey. On the other hand, states experiencing low growth in population continued to lose planners. Since 1977, the number of respondents from these states has declined 15.3 percent; 10.6 percent of that loss occurred during the 1981-1983 period.

The figures for regional representation are not surprising when the budget problems of many older central, northern, and northeastern cities are considered. Shrinking tax bases have limited hiring in these areas. Planners looking for work are more likely to find it in newer western cities and suburbs and in the Sunbelt, where economies don't seem to be as constrained.

EXPERIENCE LEVELS OF PLANNERS SHOW MAJOR CHANGE

Since the 1981 salary survey, there has been a significant drop in the percentage of respondents with fewer than five years experience—an absolute loss of 10.1 percentage points, which represents a rate of loss of 37.5 percent. Since 1977, the rate of loss has been nearly 50 percent. Conversely, the number of respondents with five to 10 years of experience is up 6.1 percent, an increase of 15.9 percent since 1981. The number of respondents with more than 10 years experience rose by four percent, up 11.5 percent since 1981. (See Table 6.)

The authors of the 1981 report attributed these changes in part to a shift in the average age of planners that, in turn, reflected an increase in the average age of the population; to the economic pinch that resulted in the hiring of fewer planners and in the layoffs of planners most recently hired; and to regulations that raised the mandatory retirement age. In a paper delivered at the 1983 Conference of the Association of Collegiate Schools of Planning, Donald Krueckeberg, Professor of Urban Planning and Policy Development at Rutgers University, provides additional data that bears on the decline in the number of entry level planners.* He reported a sharp decrease in the number of master's degrees granted by city, community, and regional planning programs since 1975. Slightly more than 1,400 master's degrees in planning were granted in 1975. By 1981, that number had fallen to less than 1,100, a 22 percent loss that exceeds only slightly the rate of loss between 1977 and 1981 of survey respondents with fewer than five years experience. The number of bachelor's and doctor's degrees in plan-

*Donald A. Krueckeberg, "Planning and the New Depression in the Social Sciences" (paper delivered at the Twenty-Fifth Annual Conference of the Association of Collegiate Schools of Planning, San Francisco, California, October 22, 1983).

TABLE 6. YEARS OF PLANNING EXPERIENCE

Years of Experience	Percent of Respondents		
	1977 (N = 3,897)	1981 (N = 8,134)	1983 (N = 7,476)
4 years and under	33.2%	26.9%	16.8%
5 - 10 years	34.9	38.3	44.4
11 years and over	31.9	34.8	38.8

ning remained relatively steady during this same period. Krueckeberg also reported that national enrollments in higher education have not declined since 1975. In fact, they have been relatively stable.

Krueckeberg believes that the decline in the number of students attending graduate planning schools has continued over the last two years. The results of APA's survey would seem to support this opinion.

It is not clear how much the decline in the number of beginning planners is due to the lack of entry level jobs and how much is due to changes in the career and educational interests of graduate students. Krueckeberg points out that there has been a decline in the number of students enrolling in social sciences programs in general, although the decline in the number of planning students is more severe. Whatever the reasons for this decline, the numbers represent a striking change in the composition of APA's membership in the last six years.

Section 2. Salaries

The median salary of all planners responding to the survey in 1983 was $29,630, up 14 percent from $25,990 in 1981. Planners' salaries overall would appear to be rising at a rate greater than the cumulative inflation rate of 9.3 percent over the past two years, as determined by the Consumer Price Index established by the Bureau of Labor Statistics. The 14 percent overall rise in median salary may be deceptive, however, in that it is based on a significant change in the composition of the membership. In 1981, the median number of years of experience was eight years; in 1983, it is 10 years, a fact that skews the current overall median salary figure upward. For the individual planner who wants to know how his or her salary compares to the salaries of other planners, it will be more instructive to consider the median salaries of planners with the same number of years of experience. Tables 7 and 8 correlate salary with type of employer, experience, educational qualifications, and sex. Tables 7, 9, and subsequent tables have combined employment types.

TABLE 7. PLANNERS' MEDIAN SALARIES: BY SEX, QUALIFICATION, EXPERIENCE, AND EMPLOYER

	MALE (N = 6,030)					FEMALE (N = 1,446)			
	Total	BA	MA	PHD/LAW	Total	BA	MA	PHD/LAW	Total
Under 5 Years									
City/County/Joint/Metro/Regional	$19,986	$19,000	$20,048	$24,025*	$20,000	$19,000	$19,963	***	$19,368
State/Federal	22,000	20,000	23,720	29,000*	22,000	21,648	21,819	***	21,910
Private Consultant/Business	23,000	24,000	23,750	***	24,000	20,000	22,250	***	19,200
University/Foundation	20,000	18,150	20,000	24,375	20,000	***	18,500	***	19,200
Between 5 and 10 Years									
City/County/Joint/Metro/Regional	26,700	25,530	28,000	32,222	27,000	23,844	26,000	***	25,062
State/Federal	29,000	26,959	30,000	31,200	29,718	26,500	27,460	***	27,460
Private Consultant/Business	32,000	31,500	33,000	40,000	33,000	29,600	28,000	***	29,000
University/Foundation	30,000	31,000*	27,906	32,000	30,000	20,000*	29,700	***	28,000
Over 10 Years									
City/County/Joint/Metro/Regional	35,000	33,693	36,000	40,000	35,000	31,644	35,000	***	33,000
State/Federal	40,000	36,000	40,000	43,630	40,000	35,000*	36,000	***	35,500
Private Consultant/Business	44,350	42,740	45,000	50,000	45,000	28,000	34,000	***	32,000
University/Foundation	40,000	42,000	40,000	42,500	41,000	***	30,000	38,500	32,000

* Fewer than 10 responses: Sample size not statistically significant.
*** Fewer than 5 responses: Not included in table, but included in totals.

TYPE OF EMPLOYER AND YEARS OF EXPERIENCE

Median salaries vary by type of employer as well as by level of experience. Planners working for the federal government, for business, and as private consultants continue to earn the highest salaries among planners at all levels of experience. In fact, the sharpest rise in median salary ($8,485 or 43.5 percent) in Table 8 is reported by federal planners with fewer than five years experience; entry level salaries in federal agencies for male planners with master's degrees rose nearly 25 percent since 1981. For all planners working in federal agencies, the median salary increased at a 23.1 percent rate over the last two years—9.1 percent greater than the rate reported for planners in general. (See Table 9.) It is important to note, however, that only 3.5 percent of all respondents are employed by the federal government. Only salaries of planners working in nonprofit foundations (3.3 percent of all respondents) had a higher rate of increase overall

TABLE 8. PLANNERS' MEDIAN SALARIES: BY SEX, QUALIFICATION, EXPERIENCE, AND EMPLOYER

		Male (N = 6,030)				Female (N = 1,446)			
	Total	BA	MA	PHD/LAW	Total	BA	MA	PHD/LAW	Total
Under 5 Years									
City	$21,000	$20,600	$21,600	$24,025*	$21,096	$20,000	$20,500	***	$20,400
County	18,600	19,036	19,050	26,990*	18,600	18,175	18,863	***	18,523
Joint City-County	17,814	17,454	20,000	***	18,000	17,477*	18,700	***	17,628
Metro/Regional	18,000	16,800	19,165	18,000*	18,000	14,625	18,000	***	17,200
State	21,000	37,200*	21,000	***	21,000	22,400*	20,000	***	21,000
Other State	21,624	20,000	23,500	26,000*	22,000	20,000*	21,550	***	21,600
Federal	27,985	27,000*	27,993	37,000*	27,992	22,400*	28,370*	***	25,000
Private Consultant	22,000	20,000	23,400	***	23,000	20,800	21,000	***	20,800
Business	25,500	32,500	25,000	28,000*	25,750	18,000*	25,000	***	24,953
College/University	23,000	17,500*	17,300*	24,500*	23,125	18,050*	***	27,000*	23,000*
Foundation	19,000	18,150*	20,000	***	19,400	***	18,000	***	18,500
Between 5 and 10 Years									
City	27,622	26,608	29,000	30,000	28,274	25,131	26,406	***	26,000
County	26,000	23,500	27,000	35,000*	26,136	22,334	26,050	***	23,760
Joint City-County	25,000	22,750	26,567	***	26,000	19,561*	22,550	***	21,100
Metro/Regional	24,715	24,000	25,700	26,500*	25,000	22,978*	23,400	***	24,000
State	28,000	29,000*	28,000	34,000*	28,000	34,650*	27,125	***	28,386
Other State	28,379	26,200	29,000	30,250	29,000	25,844	27,400	39,000*	27,142
Federal	31,300	28,500*	32,306	35,000*	32,300	26,512*	29,437	***	28,687
Private Consultant	31,350	30,600	33,000	40,000	33,000	27,000	26,000	***	26,500
Business	32,237	34,000	32,000	39,000	32,400	31,000*	30,950	***	31,200
College/University	30,000	32,000*	24,000	32,000	30,000	***	26,250*	***	29,000*
Foundation	30,000	30,000*	30,000	38,768*	30,000	20,000*	30,000	***	27,500
Over 10 Years									
City	36,000	35,256	37,445	37,000	36,000	31,908	35,400	***	33,000
County	33,700	32,552	34,081	40,000	33,600	33,442*	35,000	***	34,000
Joint City-County	31,650	31,282	32,250	33,215*	32,000	***	36,500*	***	28,000*
Metro/Regional	35,000	32,760	35,540	40,000*	35,000	***	35,000*	***	34,272
State	35,535	31,700	35,600	44,000*	35,471	***	***	***	36,000*
Other State	39,838	36,000	40,000	43,000	40,000	27,594	37,850	32,500	36,000
Federal	45,000	41,650	46,000	45,000	45,574	35,500	35,500	***	35,000
Private Consultant	43,000	42,000	44,562	50,000	44,000	25,000	35,000	***	34,000
Business	48,300	50,000	50,000	54,250	50,000	30,000*	25,000*	***	26,500
College/University	40,000	42,500	38,000	42,000	40,000	***	34,270*	32,000*	32,000
Foundation	41,000	41,000	41,000	55,000*	42,000	32,000*	30,000*	***	32,000

* Fewer than 10 responses: Sample size not statistically significant.

*** Fewer than 5 responses: Not included in table, but included in totals.

TABLE 9. PLANNERS' MEDIAN SALARIES: BY SEX AND EMPLOYER

Employer	1981			1983		
	Total (N = 8,021)	Male (N = 6,589)	Female (N = 1,432)	Total (N = 7,308)	Male (N = 5,899)	Female (N = 1,409)
City	$25,010	$26,040	$20,960	$29,000	$30,000	$24,769
County	23,530	24,030	19,990	27,000	27,710	22,714
Joint City/County	23,550	24,040	20,850	26,806	27,714	20,300
Metro/Regional	24,730	25,650	18,300	27,310	28,500	20,550
State Planning Agencies	26,650	27,030	22,800	30,000	30,033	26,076
Other State Agencies	24,990	26,200	22,030	30,000	32,000	26,500
Federal	30,050	32,970	24,970	37,000	39,000	31,750
Private Consultants	30,010	31,950	21,020	35,000	38,000	25,000
Business	32,990	35,500	25,010	35,000	39,800	30,000
College/University	30,100	32,550	21,500	35,000	36,000	28,000
Nonprofit Foundations	24,030	27,520	21,050	30,000	30,950	25,368

(24.8 percent). It is still generally true that planners working in the private sector earn higher salaries than those working in public agencies.

Table 9 also reveals that there were other planners who received salary increases that were greater than the 14 percent overall median increase. This was true for county planners (14.7 percent increase); private consultants (16.6 percent increase); and planners in state agencies other than planning agencies (20 percent increase). The lowest rate of increase (6.1 percent) appears in the median salary reported by planners in business. That category shows a better-than-average salary increase only for those who have been in the field more than 10 years. The median salary for business planners with five to 10 years experience remained about the same; for those with fewer than five years experience, it rose only 6.3 percent.

Salary increases were not evenly distributed among planners on the basis of experience. In general, the rates of increase for salaries earned by planners with the least experience have not kept pace with the increases awarded more experienced planners. Planners with more experience received higher percentage increases in salary than did planners with less experience. The figures from Tables 8 and 9 suggest that it is clearly a buyer's market when it comes to hiring planners in business and elsewhere. Only planners with fewer than five years experience in the federal government and in colleges and universities had salaries whose increases exceeded the overall rate of increase for planners' salaries. City planners, planners in state agencies other than planning, and planning consultants with fewer than five years experience came close to keeping pace with the rate of increase for all planners. But six other employer categories show rates of increase for inexperienced planners to be much lower than the 14 percent rate of increase since 1981 for the median salary of all planners.

Table 10 further supports these conclusions. The median salary of all planners with fewer than five years experience has risen only $1,560, or 8.3 percent, over the last two years. The median salaries reported by planners with six to 10 years experience have risen $2,990 or 12 percent in the same period; for planners with 11 years

TABLE 10. PLANNERS' MEDIAN SALARIES: BY SEX AND YEARS OF EXPERIENCE

Years of Experience	Median Salaries					
	1981			1983		
	Total (N = 8,134)	Male (N = 6,662)	Female (N = 1,472)	Total (N = 7,318)	Male (N = 5,918)	Female (N = 1,400)
5 Years and Under	$18,690	$19,040	$18,480	$20,250	$20,716	$20,000
6 to 10 Years	25,010	25,140	23,990	28,000	28,777	26,462
11 Years and Over	33,980	34,610	29,000	38,000	38,500	34,000

experience and more, the increase in median salary has been $4,020 or 11.8 percent. Not only are fewer positions open at the entry level, as indicated by the figures in Table 6, but salary increases at this level are barely keeping pace with inflation. Thus we see that at each level of experience the median salary increase does not reach the overall 14 percent increase for respondents as a whole. We can attribute this apparent discrepancy to the significant change in experience level that has occurred over the last two years for respondents as a whole.

QUALIFICATIONS

Tables 7 and 8 indicate the effect of academic degrees on salary levels, as well as relating salaries to type of employer and years of experience. It is clear that, with few exceptions, planners who have a master's degree earn more than planners with only a bachelor's degree. A Ph.D. will add a few thousand dollars to the median salary, but responses in this category are so few as to make any meaningful comparison difficult.

As the 1981 report also indicated, business employers seem least impressed by the level of education. (See Table 8.) In fact, the highest statistically significant entry level median salary ($32,500) is reported by business planners with a bachelor's degree. Suprisingly, male planners with master's degrees who work in business do not catch up with the salaries being paid their peers who hold bachelor's degrees until they have had more than 10 years of experience, where the median salaries are equal. In fact, for every type of employer, the effects of an academic degree are less predictable at the 11 years and over experience level.

By combining some types of employers into groups, Table 7 provides median salary figures that are statistically significant in most categories. Advanced education affects the median salaries of male planners most clearly in the case of those working for federal or state planning agencies; in these categories, the master's degree means a median salary that is at least 10 percent higher than the median salary of a planner with comparable experience but only a bachelor's degree. Overall, the effect of degrees seems to be less influential on the salaries of women. There are two notable exceptions. The median salaries of women planners with over 10 years experience working as private consultants or in business appear to be substantially improved by the master's degree. Women with a master's degree, who have entry level jobs in business or as planning consultants, also have a significant salary advantage over their peers who hold only a bachelor's degree. A more thorough treatment of the topic of the salaries earned by women planners appears below.

COMPARISONS BY SIZE OF JURISDICTION

The size of the jurisdiction in which a planner works does seem to have an effect on the salary he or she will earn, especially when an experience factor is taken into account. At each level of experience, the highest median salary was reported by planners working in the areas with the largest populations; at each level of experience, salaries dropped correspondingly with population. (See Table 11.) These salary differentials between jurisdictions increased dramatically with experience. The differences between the lowest median salary (in jurisdictions of less than 50,000) and the highest median salary (in jurisdic-

TABLE 11. PLANNERS' MEDIAN SALARIES: BY SEX, QUALIFICATION, EXPERIENCE, AND JURISDICTION SIZE

	MALE (N = 3,550)				FEMALE (N = 872)			
	Total	BA	MA	PHD/LAW	Total	BA	MA	PHD/LAW	Total
Under 5 Years									
250,000 and over	$20,580	$18,760	$21,080	$24,980	$20,610	$20,140	$21,330	***	$21,000
50,000 to 249,999	20,000	19,030	20,850	20,220*	20,400	18,470	20,000	***	19,540
Under 50,000	19,780	18,940	20,190	***	19,840	19,330	19,210	***	19,510
Between 5 and 10 Years									
250,000 and over	28,430	28,260	28,580	41,590*	28,700	25,590	27,930	***	27,470
50,000 to 249,999	26,700	25,250	28,040	***	27,080	24,000	23,900	***	24,470
Under 50,000	22,350	25,260	27,860	***	26,350	22,630	26,460	***	26,540
Over 10 Years									
250,000 and over	38,710	36,110	39,010	41,550	38,790	***	39,260	***	38,930
50,000 to 249,999	34,800	34,900	36,350	***	35,420	27,860	33,780	***	29,480
Under 50,000	32,950	32,160	34,550	***	33,000	32,000	34,390	***	32,570

* Fewer than 10 responses: Sample size not statistically significant.

*** Fewer than 5 responses.

TABLE 12. PUBLIC AGENCY PLANNERS' MEDIAN SALARIES: BY JURISDICTION TYPE

Jurisdiction Type	Size	1981 Number	1981 Median Salary	1983 Number	1983 Median Salary
Urban	250,000 or more	1,106	$26,980	894	$31,324
	50,000 to 249,999	856	24,820	817	28,560
	Under 50,000	462	24,010	499	26,983
Suburban	250,000 or more	199	26,500	213	30,164
	50,000 to 249,999	397	26,230	369	28,562
	Under 50,000	416	24,960	522	28,109
Rural	250,000 or more	71	24,000	48	28,895
	50,000 to 249,999	322	21,130	261	25,247
	Under 50,000	257	20,450	353	23,016
Mixed	250,000 or more	--	--	109	29,788
	50,000 to 249,999	--	--	60	25,314
	Under 50,000	--	--	11	26,053

Note: "Mixed" not recorded in 1981 survey.

TABLE 13. STAFF MEDIAN SALARIES: BY SEX, QUALIFICATION, EXPERIENCE, AND EMPLOYER

	Male (N = 2,919)				Female (N = 991)				
	Total	BA	MA	PHD/LAW	Total	BA	MA	PHD/LAW	Total
Under 5 Years									
City/County/Joint/Metro/Regional	$19,894	$18,500	$20,000	***	$19,925	$19,000	$20,000	***	$19,848
State/Federal	22,463	21,200	24,070	***	23,000	21,150	21,600	***	21,710
Private Consultant/Business	21,813	20,000	22,632	***	22,466	20,000	21,500	***	20,800
University/Foundation	19,510	17,213*	19,000	25,030*	19,500	***	19,700	***	19,700
Between 5 and 10 Years									
City/County/Joint/Metro/Regional	26,009	24,668	27,000	30,000*	26,500	24,000	25,600	***	25,000
State/Federal	28,540	28,250	29,000	30,000	29,000	26,500	27,480	***	27,400
Private Consultant/Business	29,428	30,000	32,000	37,500	32,000	28,500	28,000	***	28,000
University/Foundation	28,550	***	27,500	31,000	28,000	***	29,700	***	29,850
Over 10 Years									
City/County/Joint/Metro/Regional	33,150	32,500	35,000	40,000*	33,250	28,500	34,000	***	32,500
State/Federal	37,690	35,000	38,592	43,130	38,078	33,656*	34,360	***	34,680
Private Consultant/Business	41,200	40,000	42,000	49,000	42,000	42,800*	34,500	***	34,500
University/Foundation	39,620	***	41,000	40,000	40,000	***	40,000*	***	36,000

* Fewer than 10 responses: Sample size not statistically significant.

*** Fewer than 5 responses.

TABLE 14. DIRECTORS' MEDIAN SALARIES: BY SEX, QUALIFICATION, EXPERIENCE, AND EMPLOYER

	MALE (N = 2,426)					Female (N = 265)			
	Total	BA	MA	PHD/LAW	Total	BA	MA	PHD/LAW	Total
Under 5 Years									
City/County/Joint/Metro/Regional	$20,100	$19,750	$21,000	***	$21,000	$17,325	$19,000	***	$17,325
State/Federal	20,000	19,500*	21,000	***	20,000	***	***	***	***
Private Consultant/Business	26,800	30,000*	32,000*	***	30,000	***	25,000*	***	22,500*
University/Foundation	19,500	***	21,250*	***	20,000	***	***	***	18,000*
Between 5 and 10 Years									
City/County/Joint/Metro/Regional	28,100	26,700*	29,820	34,444*	28,600	22,000	28,250	***	25,320
State/Federal	31,000	26,500	31,000	34,000*	30,000	***	31,000	***	34,500
Private Consultant/Business	34,400	35,000	34,300	40,000*	35,000	32,000*	30,700	***	32,000
University/Foundation	32,200	39,036*	30,000	37,000	33,000	***	30,000	***	30,000
Over 10 Years									
City/County/Joint/Metro/Regional	36,420	35,479	37,984	40,000*	36,418	33,000	39,020	***	36,884
State/Federal	41,020	42,120	43,000	45,000	42,060	***	36,000*	***	37,950
Private Consultant/Business	45,000	48,000	46,000	55,000	46,500	32,500*	35,000	***	35,000
University/Foundation	41,000	42,500	40,000	45,743	42,500	***	***	***	31,000

* Fewer than 10 responses: Sample size not statistically significant.

*** Fewer than 5 responses.

tions of greater than 250,000) for planners with fewer than five years experience is only four percent; the difference in median salaries between planners in these same categories with more than 10 years of experience rises to 17.5 percent.

Women planners with over 10 years experience report a much lower median salary ($29,480) than that of men planners with more than 10 years experience ($35,420) in jurisdictions with populations between 50,000 and 249,999. The median salary of women in this category, furthermore, is well below that reported by all women planners with over 10 years experience ($34,000), as seen in Table 10. The lag in women's salaries in this category has increased since 1981 and is difficult to explain.

COMPARISONS BY TYPE OF JURISDICTION

Urban and suburban public agency planners continue to earn more than their counterparts working in rural or mixed areas. (See Table 12.) Only planners in rural and mixed jurisdictions with populations greater than 250,000 earned salaries comparable to those of urban and suburban planners. Salaries for rural planners in less populous areas were the lowest on the table, and those reported by planners working in mixed jurisdictions were only slightly better. The highest rates of increase in median salaries, however, were reported by rural planners. Rural planners in populous areas reported a median salary increase of $4,895, a 20.4 percent gain over the 1981 figure, and rural planners in middle-size jurisdictions reported an increase of $4,117, a 19.5 percent increase since 1981.

Table 12 also provides a breakdown of the number of planners who defined their jurisdiction type on the APA survey as well as their jurisdiction size and salary. As Table 3 indicates, the number of planners in the least populous jurisdictions has grown by 4.8 percent (a 17 percent rate of increase) since 1981. Table 12 illustrates that this growth has occurred mainly in rural and suburban communities. There are 96 (37.4 percent) more respondents working in jurisdictions with populations of less than 50,000 than there were in 1981. Similarly, the number of respondents from small suburbs increased by 106 (25.5 percent); suburban planners now constitute the largest group in small jurisdictions, surpassing respondents from small cities. The number of respondents working in small cities was also up but not as dramatically. Only one other category—with the exception of the mixed category, which was not included in the 1981 survey—showed an increase in the number of respondents; namely, planners working in large suburbs. Significantly fewer respondents (a loss of 212 or 19.2 percent) were working in large urban areas.

DIRECTORS AND STAFF

Nearly 41 percent of the respondents to the 1983 survey are directors; 37.6 percent of the respondents in 1981 were directors. The questionnaire defined director as agency director, chief executive officer of a firm, or head of an academic department. All other respondents to the survey were considered staff. Tables 13 and 14 list median salaries for staff and directors, respectively.

TABLE 15. PLANNERS' MEDIAN SALARIES: DIRECTORS AND STAFF: BY SEX, REGION, AND EXPERIENCE

	Directors (N = 2,668)			Staff (N = 3,866)		
	Male (2,406)	Female (262)	Total	Male (2,911)	Female (955)	Total
Under 5 Years						
New England	$20,500*	$21,500*	$20,600	$20,031	$19,599	$19,950
Mid-Atlantic	20,000	19,593*	19,500	20,000	20,175	20,050
East North Central	20,230	16,000*	19,900	20,000	19,507	19,900
West North Central	19,750	***	19,700	19,700	19,927	19,790
South Atlantic	21,000	17,000*	20,700	19,662	18,979	18,710
East South Central	19,800*	***	19,600	19,000	18,162	18,980
West South Central	24,500	***	24,300	20,670	21,050	20,770
Mountain	22,000	17,000*	21,700	20,750	21,150	20,945
Pacific	30,000	19,500*	28,050	23,787	23,100	23,310
Canada (in U.S. dollars)	***	***	***	23,733*	***	23,449
Between 5 and 10 Years						
New England	26,350*	22,350*	25,200	26,800	25,500	26,350
Mid-Atlantic	28,200	25,000	27,700	27,600	25,500	27,100
East North Central	26,943	28,250	27,150	25,450	23,950	24,950
West North Central	26,569	25,850	26,400	26,500	26,082	26,410
South Atlantic	29,100	25,273	28,600	26,600	26,100	26,450
East South Central	27,700	***	27,500	24,078	21,000	23,950
West South Central	33,000	32,500	32,900	27,975	28,000	27,900
Mountain	30,000	28,700	29,700	28,764	25,000	27,900
Pacific	34,000	32,400	33,600	30,000	28,680	29,696
Canada (in U.S. dollars)	34,684*	***	33,673*	28,399	***	28,237
Over 10 Years						
New England	34,000	***	33,900	31,900	30,000	30,800
Mid-Atlantic	37,000	27,443	36,150	35,400	34,000	35,000
East North Central	36,000	30,545*	35,700	35,000	27,750	34,300
West North Central	35,940	***	35,000	35,500	32,180	34,950
South Atlantic	40,000	42,020	41,100	36,673	33,636	36,250
East South Central	35,500	***	35,000	31,004	***	30,900
West South Central	42,000	35,000*	41,800	35,000	***	34,760
Mountain	41,000	32,000	40,600	35,000	32,826	34,580
Pacific	43,727	40,700	42,900	40,000	36,000	39,400
Canada (in U.S. dollars)	40,570*	***	40,245*	36,513	***	36,472

* Fewer than 10 responses; Sample size not statistically significant.

*** Fewer than 5 responses.

What has been evident in previous tables and correlations is true for directors' salaries as well—that experience is the chief factor in determining salary. Directors and nondirectors with fewer than five years experience report salaries that differ very little. Large differences occur only in those categories where there were few respondents; that is, where the sample is not statistically significant. As directors become more experienced, however, the differences between their salaries and those of staff become markedly greater.

Directors working in local public agencies with five to 10 years experience reported salaries that were eight percent ($2,091) greater than salaries of staff with the same level of experience. State and federal public agency directors reported salaries nine percent ($2,460) higher than salaries of staff with equivalent experience. Women directors in this experience category working for local agencies reported salaries comparable with overall staff salaries, but those who work for state and federal agencies reported a median salary higher by almost 21 percent ($5,960).

The reported median salary for all local public agency

TABLE 16. PLANNERS' MEDIAN SALARIES: BY SEX AND REGION

	Total	Male (N = 5,876)	Female (N = 1,407)
New England	$27,780	$29,000	$23,000
Middle Atlantic	30,000	31,000	25,000
East North Central	28,421	30,000	21,816
West North Central	28,288	29,706	23,000
South Atlantic	30,000	30,658	24,500
East South Central	27,500	29,000	21,000
West South Central	30,755	31,950	26,048
Mountain	30,000	30,950	24,500
Pacific	33,904	35,000	28,000
Canada (in U.S. dollars)	36,107	36,513	30,801

directors with more than 10 years experience was almost 10 percent ($3,270) higher than staff salaries; state and federal agency directors' salaries are nine percent ($3,330) higher than staff salaries. Women directors in local agencies with over 10 years experience reported salaries at a level of 11.3 percent ($3,734) higher than all staff salaries, and women directors of state and federal agencies earned salaries over nine percent higher ($3,270) than those of all staff members.

The most significant difference in salaries between directors and staff members of the same sex occurs among men in state and federal agencies (a 10.5 percent difference or $3,982). The greatest difference between women directors and women staff occurs in local public agencies (a 13.5 percent difference or $4,384).

The differences in median salaries between directors and staff in the private sector are even greater. For directors of consultant firms and business planning executives with five to 10 years experience, the median salary is almost 17 percent ($4,972) more than the staff median salary. For university department heads and foundation executives with five to 10 years experience, this difference was 12.8 percent ($3,650). The advantage for directors with over 10 years experience drops to nine percent ($3,800) in consulting firms and business and to only three percent ($1,380) in universities and foundations. This last figure represents a significant change from the 1981 report, which showed university/foundation directors to be earning a median salary 21.2 percent ($7,020 greater than their staff.

CANADIAN AND WESTERN U.S. SALARIES HIGHEST

Median salaries for both men and women in the United States are highest in the Pacific region. Tables 15 and 16 show the influence of geographical region on salaries. As in the past, Canadian planners continue to earn the highest salaries. The median salary for all Canadian planners is $2,203 (in U.S. dollars) greater than that reported by planners in the Pacific region, where salaries are highest in the U.S. Salaries for planners working in the West South Central states were next highest. Three regions—the Middle Atlantic, South Atlantic, and Mountain—report the same median salary, $30,000. After this middle group, planners working in the East South Central states, New England, West North Central states, and East North Central states reported the four lowest median salaries. The difference between the best of these (East North Central) and the worst (East South Central) is less than $1,000.

Rates of increases over the last two years, however, show that the highest raises are being received by planners in the West South Central states (20.1 percent); Middle Atlantic states (20.1 percent); and the Mountain states (19.8 percent). Planners in the Pacific region reported a rate of salary increase of 14.9 percent during this period; only the West North Central region reported a lower rate of increase (13.4 percent). Using these figures and the data from Tables 4 and 15, we can hypothesize that the Pacific region's median salary rate of increase may be lower because it is one of the few regions where planners are being hired in appreciable numbers and the correspondingly high number of entry level salaries reported is keeping the overall rate down. Of the areas showing the highest rates of salary increase, only the Mountain states showed a greater number of respondents to the survey than in 1981. The Middle Atlantic and West South Central states reported virtually no change in the percentage of respondents. Table 15 shows that the greater-than-average increase in median salaries in the Middle Atlantic and West South Central regions might be the result of a rise in the number of planners working there with more years of experience. Because it is likely that the number of planners entering the field in these regions is declining, the median salary corresponds to the salary of a planner with more experience, which, as a result, will be higher. (See discussion of Table 10.) The reason for the rate of salary increase for planners working in the Mountain states might be similar. Although the percentage of respondents working in this region has grown since 1981, the increase is not as dramatic as it is in the Pacific region. Furthermore, there was a significant increase in the number of planners finding work in the Mountain states between 1979 and 1981—an increase of 28.3 percent for the period between 1979 and 1981, the highest increase in any region of the U.S. according to

TABLE 17. DISTRIBUTION OF PLANNERS: BY RACE/ETHNICITY AND SEX

	Number of Respondents (Percent of Total Respondents)			
	1981		1983	
	Male	Female	Male	Female
White	6,221 (76.8%)	1,351 (16.7%)	5,660 (76.1%)	1,347 (18.1%)
Black	133 (1.6%)	65 (0.8%)	93 (1.3%)	44 (0.6%)
Hispanic	85 (1.0%)	28 (0.3%)	84 (1.1%)	16 (0.2%)
American Indian	8 (0.1%)	1 (0.0%)	15 (0.2%)	2 (0.0%)
Asian	153 (1.9%)	26 (0.3%)	126 (1.7%)	29 (0.4%)
Other	25 (0.3%)	4 (0.0%)	20 (0.3%)	2 (0.0%)

the 1981 APA survey. The median level of experience in this region probably would be higher and, consequently, so would the rate of salary increase recorded for the period between 1981 and 1983.

MINORITY REPRESENTATION AND SALARIES

Table 17 indicates that 5.8 percent of all planners who responded to the survey in 1983 were minority group members. This is slightly down from the 6.5 percent representation reported in 1981. The most significant losses occurred in the category of black planners. There were 40 fewer black male planners responding to the survey (a loss of 30 percent since 1981) and 21 fewer black female respondents (a loss of 32.3 percent since 1981). Black representation among respondents is down to 1.8 percent, the lowest figure in over 10 years. Minority

TABLE 18. PLANNERS' MEDIAN SALARIES: BY RACE/ETHNICITY, QUALIFICATION, EXPERIENCE, AND EMPLOYER

	NONMINORITY (N = 7,012)				Minority (N = 432)			
	Total	BA	MA	PHD/LAW	Total	BA	MA	PHD/LAW	Total
Under 5 Years									
City/County/Joint/Metro/Regional	$19,986	$19,000	$20,000	$24,025*	$20,000	$20,000	$19,140	***	$19,140
State/Federal	22,000	20,000	22,500	24,500*	22,000	15,000*	21,000	***	20,442
Private Consultant/Business	23,000	20,800	23,500	36,000*	22,900	***	28,000*	***	27,500
University/Foundation	20,000	18,125	19,200	24,500	20,000	***	20,600*	***	25,000*
Between 5 and 10 Years									
City/County/Joint/Metro/Regional	26,700	25,000	27,500	33,600	26,620	29,000	27,582	***	27,908
State/Federal	29,000	26,980	29,115	31,900	29,000	20,175*	31,000	***	31,000
Private Consultant/Business	32,000	30,000	31,500	40,000	31,800	32,000*	33,038	***	33,078
University/Foundation	30,000	24,000	28,000	32,000	30,000	***	30,000*	***	30,500
Over 10 Years									
City/County/Joint/Metro/Regional	35,000	33,575	36,000	40,000	35,000	33,138	37,450	***	35,500
State/Federal	40,000	36,000	40,000	43,130	40,000	***	38,578	***	36,578
Private Consultant/Business	44,350	42,480	44,000	50,000	44,000	40,000*	50,000	***	50,000
University/Foundation	40,000	42,000	40,000	42,250	40,000	***	35,000*	45,000*	35,000

* Fewer than 10 responses: Sample size not statistically significant.

*** Fewer than 5 responses.

representation among women (6.9 percent) is still slightly higher than among men (5.9 percent), but the difference here has narrowed since 1981. There were also fewer Hispanic women and Asian men responding to the survey, but the losses in these categories were not as great as those recorded for black planners.

There are no significant differences between the median salaries of minority and nonminority planners, according to the data listed in Table 18. Minority and nonminority planners earn approximately the same salaries, with minority planners indicating a slight advantage, given the same levels of qualification, experience, and type of employer.

This table also indicates that the loss among minority respondents occurred mainly in the category of minority planners with doctoral or law degrees. In 1981, the median salaries for minority planners with five to 10 years experience and Ph.D. or law degrees were statistically significant; namely, there were more than 10 respondents to each of the employer categories. In 1983, there were fewer than five respondents in each of these categories. A similar discrepancy occurs when we compare the figures for minority planners with over 10 years experience and doctoral or law degrees. Either minority planners in these categories did not respond to the survey or minority planners are leaving the field to pursue other careers.

EMPLOYMENT PATTERNS AND SALARIES OF WOMEN PLANNERS

The proportion of women planners in APA continues to grow. The percentage of women planners responding to the 1983 survey was 19.3 percent, an absolute gain of 1.2 percent, which represents a 7.1 percent rate of increase since 1981. Among the number of planners entering the field, women have a higher representation than they did in 1981. Women planners with fewer than five years experience make up 37.4 percent of this group; in 1981, the percentage of women in this category was 34.1 percent, although the absolute numbers in this group are declining for both men and women. Exactly half (700) of this year's female respondents have two to six years experience. (See Table 19.)

TABLE 19. YEARS OF PLANNERS' EXPERIENCE: BY SEX

	Number and Percent of All Female Respondents	Number and Percent of All Male Respondents
Years Worked	Male (N = 5,918)	Female (N = 1,400)
1 yr.	106 (1.8%)	67 (4.8%)
2 yrs.	178 (3.0%)	113 (8.1%)
3 yrs.	251 (4.2%)	140 (10.0%)
4 yrs.	233 (3.9%)	140 (10.0%)
5 yrs.	378 (6.4%)	185 (13.2%)
6 yrs.	340 (5.7%)	122 (8.7%)
7 yrs.	349 (5.9%)	102 (7.3%)
8 yrs.	383 (6.5%)	114 (8.1%)
9 yrs.	253 (4.3%)	55 (3.9%)
10-14 yrs.	1,609 (27.2%)	243 (17.4%)
15-19 yrs.	733 (12.4%)	69 (4.9%)
20 plus yrs.	1,105 (18.7%)	50 (3.6%)

TABLE 20. WHERE PLANNERS WORK: BY EMPLOYER AND SEX

	Number and Percent of All Male Respondents	Number and Percent of All Female Respondents
Type of Employer	Male (N = 6,013)	Female (N = 1,438)
City Planning	1,721 (28.6%)	415 (28.9%)
County Planning	744 (12.4%)	202 (14.0%)
Joint City/County	188 (3.1%)	39 (2.7%)
Metro or Regional	461 (7.7%)	89 (6.2%)
State Planning	123 (2.0%)	37 (2.6%)
Other State Agencies	653 (10.9%)	192 (13.4%)
Federal	218 (3.6%)	44 (3.1%)
Consultants	1,072 (17.8%)	208 (14.5%)
Private Business	392 (6.5%)	103 (7.2%)
University or College	265 (4.4%)	37 (2.6%)
Nonprofit	176 (2.9%)	72 (5.0%)

Approximately 71 percent of women planners work in public agencies. (See Table 20.) Since 1981, women planners have increased their representation significantly in city, county, and state planning agencies. Over half of the women responding defined themselves as urban planners. A significant loss (39.7 percent) in representation occurred in federal planning agencies, and women planners also suffered a loss of representation in the private sector. Whereas representation of women planners in business was up sharply (60.9 percent) since 1981, it was down among all other private sector employers. The sharpest loss (47 percent) occurred in university employment, a loss that follows the trend for all planners.

Women are best represented in jurisdictions with populations greater than 250,000, where 38.5 percent of them work. Levels of representation drop correspondingly with population size.

The number of women planning directors rose from 216 in 1981 to 274 in 1983, representing a 26.8 percent increase. Men still hold a decisive edge in this category, however; 2,498 male planners, 45.5 percent of all male respondents to the survey, indicate that they were directors, as opposed to 21.1 percent of all women planners. Only one of every 10 directors is a woman.

The median salary increase for women planners over

TABLE 21. PLANNERS' MEDIAN SALARIES: BY SEX

Year	Median Salaries		
	Total	Male	Female
1977	$19,500	$20,000	$16,000
1980	24,000	24,800	19,300
1981	25,990	27,630	21,050
1983	29,630	31,500	25,000

the past two years exceeded the increase for male planners during the same period both in absolute terms and as a percent increase. The salaries of women planners, however, are still not on a par with those of male planners. (See Table 21.) The median salary for women planners rose $3,950, an 18.7 percent increase since 1981. The median salary for men increased $3,870, a 14 percent rate of increase. In 1983, the salaries of women planners were 79.3 percent of those of men planners; in 1981 the women's median salary was 76.2 percent of the men's median salary. The median salary of women planners was $4,630 less than the median salary reported by all planners in 1983 and $990 less than the median salary reported by all planners in 1981.

In the discussion of salaries in the sections above, experience proved the dominant factor in determining salaries for all planners. Salaries for women planners and their relatively few years of experience overall illustrate this point further. The median level of experience for women was up in 1983 to 5.5 years from 4.4 years in 1981; but the median level of experience for men in 1983 was over 10 years, up from 8.9 years in 1981. Indeed, the median salary figures for men and women planners in 1983 look very much like what we would expect from the tables above for planners with just over 10 years experience and planners with slightly over five years experience, respectively.

Another contributing factor to the salary discrepancy between men and women is the large number of men respondents who are directors of agencies. Since nearly half of all men responding (45.5 percent) are directors, the median salary for male planners will be near the low end of directors' salaries and the highest end of staff salaries. Even with the increase in women holding directors' positions, directors' salaries represent only one-fifth of all women's salaries. This puts the median salary for women solidly among nondirector, less-experienced planners' salaries. It is also true, with very few exceptions, that salaries for women directors and staff are lower than men's at higher levels of experience. At the highest levels of experience, it is more likely that the discrepancies are due to inequities that may have been in effect upon hiring. Women planners have simply never been able to catch up with the original salaries of their male counterparts.

Women planners earn less than men planners in all but one of the above-described categories. Salaries at the entry level do not seem to discriminate on the basis of sex. Whether women will continue to receive increases corresponding to those given to men will be evident only over time. With the increasing number of women entering the field, the gap between salaries for men and women should be closing. Ironically, however, women are entering the field and gaining their experience in years of economic constraint. Fewer hirings overall, limited salary increases (particularly in public agencies where women are better represented), and the difference in experience as compared to men planners may keep the salaries of women planners down for a long time.

Section 3. AICP Members: Who They Are, Where They Work, And What They Earn

This year the APA salary survey has cross-tabulated employment patterns and salaries for members certified by the American Institute of Certified Planners (AICP). There are 5,140 AICP members in APA (approximately 31 percent of APA membership not including student members). AICP members constitute 39.4 percent of all respondents to the 1983 survey, making their representation in the survey greater than their representation in APA. The discussion below examines the composition of AICP, the distribution of AICP respondents among employers and jurisdictions, AICP representation among agency directors, and AICP salary levels.

MAKE-UP OF AICP

The compositon of the membership of AICP differs markedly from the composition of non-AICP membership. Approximately nine out of 10 AICP members responding to the survey are men. Because there are so few women certified planners, differences between men and women certified planners could not be measured at a statistically significant level. This discussion, therefore, is limited to the universe of certified planners who responded to the survey. Proportionately more AICP respondents have graduate degrees than does the total membership; 74.2 percent of AICP respondents have master's degrees and seven percent have Ph.D. or law degrees, compared to 66.1 percent and 5.9 percent of the total membership. A greater proportion of AICP respondents work in the private sector (37.7 percent) than does the total membership (31.1 percent). Furthermore, over half of all planning consultants responding to the survey (52 percent) and planners working in colleges and universities (53.7 percent) were also AICP members.

AICP planners are best represented in jurisdictions with populations greater than 250,000, where 37.4 percent of AICP members work, compared to 31.8 percent of all respondents. The percentage of AICP planners drops correspondingly with a drop in the jurisdiction's population size; 35.9 percent work in jurisdictions with populations of between 50,000 and 249,999—approximately the same proportion as the membership overall—whereas AICP members are somewhat less likely to work in jurisdictions with populations of less than 50,000 (26 percent, compared to 32.4 percent of the total membership).

The chief distinguishing characteristic of the AICP respondents is their experience. Approximately 71 percent of the AICP respondents have over 10 years experience in the field; only 52.1 percent of all APA respondents have a similar length of experience. The percentage of planners who are certified grows steadily with years of experience in the field. Only 11.2 percent of planners with less than five years experience are AICP members. This proportion rises to 30 percent of planners with five to nine years experience; 43.1 percent of planners with 10 to 14 years experience; 51.9 percent of planners with 15 to 19 years experience; and to 74.1 percent of planners with 20 or more years experience.

This advantage in experience may translate into a distinct advantage in the number of agency director positions held by AICP members. Nearly half (48.5 percent) of the certified planners responding to the survey are also agency directors; 40.8 percent of all respondents were directors.

In short, AICP members are more likely to be highly experienced, highly educated men, who work for private employers or head an agency—all characteristics that strongly correlate with high salaries. Thus, it is not surprising that the overall median salary of AICP respondents ($35,000) is 18.1 percent higher than the overall median salary of all respondents.

EXPERIENCE AS A FACTOR IN GROUP COMPARISONS

A regression analysis of the variables discussed above confirms the belief that, of all the variables, the number of years experience as a planner provides the best explanation of variation between respondents' salaries. The composition of a group in regard to experience inevitably af-

fects its salary median. This variable has the effect of skewing the overall salary median figure upward in the years between 1981 and 1983, a period in which a gain in the percentage of more experienced planners significantly changed the composition of the respondents to the survey. The difference in experience levels between men and women planners may be an important factor in explaining some of the differences in salary levels for those groups as it is in explaining the differences between salary levels of AICP respondents and all respondents. Of course, the number of years of experience does not account for all the variance in salary levels between groups of planners. Other variables that help to explain salary levels, in order of importance, include working for a private agency, being an agency director, having a degree higher than a bachelor's, being male, and working in a large jurisdiction. It is important when comparing groups of planners to note that their relative experience levels are the most powerful predictor of median salary levels. An examination of median salaries must take this variable into account in order to be meaningful.

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